

30 Jul 81

Of the dozens of potential study items culled from various sources (Inman, Glerum, DDO Wish List; NFAC wish list; individual employees, PPS members) some of which overlap or appear on several, or are related to each other in some way, the following ~~xxxx~~ are the items which strike PPS members as the ones currently needing most attention. Six and a half of the following are already being done or looked at by us and/or someone else as indicatedx (not necessarily in priority order):

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|--|---|
| 1. Pay system ✓ | working - PMCD & Consultant |
| 2. Overseas Incentives ✓ | some work done, currently in state of suspended animation |
| 3. Use of Awards > | paper on modification done but actual use of all systems not involved (this is the $\frac{1}{2}$) |
| 4. OP Image/Role of Pers Off | Glerum working this one with Directorate P.O.s based on [] info. STAT [] has Personnel Task Invent STAT info which either no one is aware of or is of little interest --??? |
| <i>and 4 of PTI to D/Pus. ></i> | |
| 5. <u>PAR</u> system ✓ | we are working it |
| 6. Dual benefits - | TPC working |
| 7. Uniform Precepts/Panel/Eval system ✓ | we are working on precepts; related subject of value of Panels & eval system could be done as separate issues as fallout. |
| 8. Spouse LWOP program | PA was on hook to provide status report to DDA (I was unaware). Report is on my desk but needs work |
| 9. Rotational Assignments/value/use ✓ | |
| ✓ 10. Separations/Departure study <i>HPFS</i> | Pete has given us pile of stuff -- |
| 11. Annual/Uniform promotion system | Darb starting work |
| ✓ 12. Effectiveness of selection/training of managers. | |

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In order to determine if the topics listed not already being worked on (rotational assignments, managerial selection/training, separations/departure) are of enough widespread concern (in addition to Inman perception) to embark on a detailed study (Concept B. of Pete's paper) ~~xx we can before going to OFF to determine validity for Agency wide attention xx~~ we believe the following steps should be taken:

- A. Meet with Senior Directorate Personnel Officers to discuss our plans for proactive activities, explain the system approved by DDCI, seek their input on the topics mentioned above, and any others we haven't thought of.
- B. Depending on outcome, also talk to selected component officers (those who would have the interest, the knowledge, the time to have thought about some of the issues) for additional input.
- C. If conclusions are negative, consider dropping/^{any or all items}but would have to have good reason for not pursuing *an ongoing program and/or Bureau interest.*
- D. If conclusions are positive, develop specific points to be included in each study, then proceed with preparation of paper/outline/plan to ~~xi~~ discuss with OPP. (of course, through our own internal OP channels first---)